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STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING



MICHAEL P. FLANAGAN  
SUPERINTENDENT OF  
PUBLIC INSTRUCTION

MEMORANDUM

TO: All Local and Intermediate School Districts, Public School Academies  
and Nonpublic Schools

FROM: Flora L. Jenkins, Ph.D., Director, Office of Professional Preparation Services

DATE: October 27, 2008

SUBJECT: 2008-2009 Teacher Shortage Areas for Federal Loan Deferment  
and Employment of Retirants (Revised)

cc: Office of Retirement Services  
Department of Treasury

On October 1, 2008 the Michigan Department of Education forwarded correspondence regarding the 2008-2009 teacher shortage areas. These shortage areas are identified to qualify for deferment of loan repayments, reduction of teaching obligations, and employment of retired teachers.

There has been some confusion over whether retirees employed (pursuant to MCL 38.1361) in positions that are no longer listed as shortage areas are eligible to continue their employment. As stated in the October 1, 2008 memo, the effective date of the new shortage list is October 15, 2008. Pursuant to MCL 38.1361, individuals employed before October 15, 2008 whose positions have been removed from the shortage list may continue their employment as determined by their contract or agreement. These individuals are encouraged to consult with the Office of Retirement Services regarding any potential impact to their retirement benefits.

If you have any questions regarding the teacher shortage list, please contact me at 517/373-6505 or email [jenkinsf@mi.gov](mailto:jenkinsf@mi.gov).

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MICHIGAN DEPARTMENT OF EDUCATION  
Critical Teacher Shortage Areas  
2008-2009

In response to Section 38.1361 of the Public School Employees Retirement Act, the Michigan Department of Education has identified the following areas as critical shortage disciplines for the 2008-2009 school year. It is noted that this list includes the addition of Director of Special Education, Supervisor of Special Education, and School Social Worker as "critical shortage disciplines," as addressed in Section 38.1361(5). These types of educational personnel do not relate to educational loan or scholarship programs, and only apply to the employment of retirants.

Michigan shortage areas include:

- Autism
- Automobile Technician
- Cognitive Impairment
- Construction Trades
- Cosmetology
- Early Childhood Special Education
- Emotional Impairment
- English as a Second Language
- Foreign Languages (all world languages)
- Health Sciences
- Information Technology
- Learning Disabilities
- Mathematics
- Personal and Culinary Services
- Physical Education for Students with Disabilities
- Physical and Other Health Impairment
- Resource Room
- Severe Multiple Impairment
- Speech and Language Impairment
- Visual Impairment
- Director of Special Education
- School Social Worker
- Supervisor of Special Education

Public school employees who have been retired for at least 12 months may be exempt from the earnings limitation if they are working in an approved critical shortage position or for a school that has an approved emergency situation.

Information regarding the earning limitations for retirants is available at the Office of Retirement Services website:

[http://www.michigan.gov/orsschools/0,1607,7-206-36502\\_36516--,00.html](http://www.michigan.gov/orsschools/0,1607,7-206-36502_36516--,00.html)

Attached, for your convenience, is a copy of the information from the website.